



LATE

HOUSE COMMITTEE ON LABOR & PUBLIC EMPLOYMENT

The Honorable Aaron Ling Johanson, Chair
The Honorable Stacelynn K.M. Eli, Vice Chair

**H.C.R. NO. 29, REQUESTING THE AUDITOR TO CONDUCT A PERFORMANCE
AUDIT OF STATE HUMAN RESOURCE MANAGEMENT PERSONNEL**

**H.R. NO. 34, REQUESTING THE AUDITOR TO CONDUCT A PERFORMANCE
AUDIT OF STATE HUMAN RESOURCE MANAGEMENT PERSONNEL**

Hearing: Tuesday, March 19, 2019, 9:35 a.m.

The Office of the Auditor has **no position** regarding H.C.R. No. 29 and H.R. No. 34, which require the auditor to “conduct a performance audit of state human resource management personnel.” **However, we have concerns about our ability to do the requested work.**

H.C.R. No. 29 and H.R. No. 34 require, among other things, that we examine the functions and responsibilities of and services provided by human resource management personnel within each state department. Additionally, the resolutions require that we provide recommendations regarding improvements to benefit the workplace, public employees, and government services; mandating minimum standards for education, certification, training, and continuing education for human resource management personnel necessary to protect the health and safety of public employees; and a standardized, statewide system of policies and procedures for resolving employee complaints.

Although characterized as an audit, we believe the requested work is outside of the scope of the typical audit process. Simply put, performance audits assess a department or program’s present performance and whether practices an agency has in place comply with current statutes, administrative rules, policies, procedures, and best practices. While our office may provide recommendations as part of a performance audit, those recommendations are typically limited to specific audit findings. We believe expanded work and specific expertise will be required to suggest generalized improvements, set minimum standards, establish a system for receiving and resolving complaints, and to generally provide the broader review this bill seeks.

Additionally, the scope of the audit is very broad. If the committee is inclined to pass the bill, we would request that the committee narrow the scope of the requested audit – i.e., the committee should consider identifying the specific department to be assessed – and consider providing clarification regarding the definition of “human resources management.”

Thank you for considering our testimony related to H.C.R. No. 29 and H.R. No. 34.